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THE WORD: NEED A HOT DATE FOR THE HOLIDAYS? {page 07}

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local

Hub welcomes micro living

City gets into the market of micro apartments Is 300 square feet enough? {page 02}

arts

Charmed by 'The Grinch'

Glitzy production brings new magic to Dr. Seuss' classic Christmas story {page 10}

GETTY IMAGES

New England wins ugly in Miami as they take AFC East for fourth straight season Brady, Ridley lead team on 16-play drive to close it out {page 20}

Pats clinch division title in Miami

Patriots tight end Aaron Hernandez reacts during yesterday's 23-16 win in South Beach.

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Cause of Green Line trolley crash still a mystery

While investigators have yet to shed light on why an outbound Green Line trolley rear-ended another trolley parked at the Boylston Street Station platform Thursday, sending 35 people to the hospital, they have ruled out the possibility of track or mechanical issues.

The question now: Was it the driver's fault?

ERIN BALDASSARI/METRO

▶ A crash victim

"He remains out of service while the investigation is active," MBTA spokesman Joe Pesaturo said Sunday, adding that the driver, who has not been identified, has not had any prior accidents while operating a passenger train.

The driver was, however, cited in a safety rules compliance audit in July 2009, when he was caught exceeding the posted speed limit on Beacon Street in Brookline, on the Green Line's C branch.

He was traveling 13 miles per hour over the speed limit, Pesaturo said, and was subsequently cited, disciplined and given "reinstruction" by the training school.

Pesaturo described the audit as "similar to police with radar on the side of a road," and said that Green Line managers perform the audits on a daily basis.

"[There was] not another issue until this week," Pesaturo said, referring to Thursday's crash. "He has traveled through hundreds of speed checks since then with no violations."

METRO/MR

News in brief

Cahill closing arguments this week

MASSACHUSETTS. Closing arguments in the public corruption trial of former state treasurer Tim Cahill are expected this week. Cahill, of Quincy, took the stand last week to testify in his own defense against charges that his campaign used most of the state Lottery's $2 million advertising budget to improve Cahill's image during his 2010 run for governor. The trial has lasted more than three weeks. METRO

Today's local tweet

"What would we do w/o those people who blast sh—y rap from their cell phones while riding public transit? #MBTA #OrangeLine "

@MIKE_T_BONE, ON HIS NOT SO QUIET RIDE ON THE T YESTERDAY

In the news

Inauguration this week for new Suffolk president

BOSTON. Suffolk University's new president will be inaugurated this week.

James McCarthy will be sworn in as the university's ninth president during a ceremony Tuesday at Faneuil Hall.

McCarthy, who began his tenure at the school earlier this year, is expected to speak about the use of technology in teaching, the university's changing campus and partnerships to improve career readiness. METRO

Kennedy marries in California

MASSACHUSETTS. Congressman-elect Joseph Kennedy III married his fiancee Lauren Anne Birchfield in California on Saturday, according to NECN.

The two met while at Harvard Law School. Last month, Kennedy won election to Congress and is replacing the retiring Barney Frank.

Kennedy will be sworn in next month. METRO

Crash critically injures toddler

WALPOLE. A toddler was critically injured in a car crash Saturday afternoon in Walpole.

The 15-month-old boy was riding in a car that left Interstate 95 and hit a utility pole just before 1 p.m., state police said. METRO

Trading a tight budget for a tighter squeeze

A look at Boston's push for micro apartments in the city's Innovation District ● New micro units are seen as an affordable alternative for some

With rocketing transportation costs and steadily rising rent prices in the Hub, city officials hope to give Boston professionals a little relief — in the form of a very little apartment.

In mid-November, ADD Inc., a local architecture and design firm, debuted a mock up of a 300-square-foot micro apartment, offering a glimpse at one of the roughly 300 units being developed in the Innovation District along the South Boston waterfront.

The idea is to not only offer what city officials consider to be reasonably priced apartments to people who work in the Innovation District, but also to foster collaboration between work-oriented professionals.

"We are trying to shoot for diversity here," said 27-year-old Quinton Kerns, a designer at ADD Inc., who said he hopes to rent a micro-unit. "Diversity mixed with density."

Prospective tenants would be mainly young professionals from a variety of occupations, he said, ranging from the financial industry to medical professionals and entrepreneurs, who would collide in common living spaces within the building.

"The idea of having a small unit is not a new idea," said Nicole Fichera, of the Boston Redevelopment Authority. "What is distinctive in this case is making sure we're thinking of it not just as a small unit where you keep your bed, but part of a story about innovative housing that helps people collaborate with each other more effectively."

The mini apartments will be available to all renters, Fichera said — however, they will be best suited to single people and couples.

"I think we will see that people from all industries and many different ages will have an interest in these places," she said.

Kerns said it is too soon to speculate on how much a unit would cost, and that the numbers put out by other media outlets which say the units could cost about $1,500 to rent are "arbitrary." However, Fichera said tenants would pay a rent that is "significantly lower" than the average cost of living in the Innovation District.

"The units are intended for people whose income is too high to qualify for affordable housing, but have priced out of the housing market. The price point is reachable," she said.

While there are no plans yet to develop micro units in other parts of the city, Fichera said that if the small apartments are a big hit, they'll spread to other Boston neighborhoods.

"We're testing it out," she said.

MORGAN ROUSSEAU
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ERIN BALDASSARI/METRO

▶ Real estate developers are expected to open micro units at 63 Melcher St. in South Boston later this month.

Quoted: Micro Menino

"Innovation housing gives our entrepreneurs housing opportunities close to where they work and collaborate with their peers, supporting their fast-paced and high energy lifestyle."

MAYOR THOMAS MENINO

Where to expect the new units

There are 300 micro units being developed in the Innovation District.

- The first batch, 27 units at 63 Melcher Street will be ready for rent later this month.
- 50 units at Pier 4 on Northern Avenue just broke ground so apartments won't be ready until 2014.
- Other locations to have the units are 381 Congress St.and 411 D St.

The apartments will be between 300 and 400 square feet.

- The space will include a "bed alcove," as well as a bathroom and kitchenette set — complete with a refrigerator under the sink.
- There will be a space to store a bicycle, since designers anticipate prospective tenants will use cycling as a primary form of transportation.
- Outside the units, there will be shared spaces to act as living areas.

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Foul bathroom odor leads to bad beat down

An allegation of a foul fragrance at a South Shore restaurant and lounge apparently led to a bathroom beatdown.

Police are seeking help and trying to identify three men responsible for a fight that involved some bad bathroom behavior. The incident took place Thursday at Stix & Stones, a pool hall in Abington.

The assault occurred when one of the suspects caught wind of the victim allegedly telling other pool-hall patrons that the suspect had used the bathroom and "stunk" the establishment with a foul odor, according to police.

After the airing of grievances, the suspect accused of the foul fragrance and two friends confronted the victim in the bathroom and assaulted him, police said.

The three suspects

- The first suspect who accused the victim of spreading the odor rumors was described as being short in height with a large build.
- The second suspect is medium in height with a small build, and the third suspect is described as medium in both height and build.
- All three men are wanted for assault and battery with a dangerous weapon.
- Police described all three suspects as light-skinned men.

MICHAEL NAUGHTON
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Helping. Homeless

▶ Several hundred people walked in the 2012 Winter Walk to end homelessness yesterday.

ERIN BALDASSARI/METRO

Walk aims to help the homeless

Hundreds of volunteers turned out at the Boston Common yesterday and took steps to end homelessness. The two-mile Winter Walk sought to raise $200,000 for housing and service organizations. Organizers said the event symbolizes the hardship and difficulties the homeless population experiences every day throughout winter while looking for shelter. METRO

In the news

Government Center station to close for renovation

BOSTON. The Government Center subway station will close around the fall of 2013 for a two-year, estimated $90 million renovation that will bring the station up to modern standards and code requirements, MassDOT announced Friday.

The project will include a new station entrance; improved platforms and new elevators and escalators, as well as an overhaul of the electrical system; new LED signs; better lighting and an expanded fare collection area.

Surrounding parts of Cambridge Street and City Hall Plaza will also be reconstructed.

T and the state transportation officials will hold a public meeting on Dec. 12 at 100 Cambridge St. to talk about the project and the station's two-year closure, which will affect more than 11,000 MBTA customers who travel through the station on weekdays. MBTA officials said construction will likely be finished in the second quarter of 2016. METRO/MR

Crash critically injures toddler

WALPOLE. A toddler was critically injured when he was in a car crash Saturday afternoon in Walpole.

The 15-month-old boy was riding in a car that left Interstate 95 and hit a utility pole just before 1 p.m., according to state police. He was revived at the scene and eventually taken to Children's Hospital. A 5-year-old boy, 36-year-old man and 33-year-old woman were also injured in the crash. Police did not say how they were related, but they are all from Lexington.

Police are investigating the cause of the crash. METRO

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Opinion

JUSTIN DOWD

WINNER OF METRO'S RACE TO SPACE

www.metro.us/weirdscience

Log on

Justin has produced a chalkanimation video to accompany this column. View it at **www.metro.us/weirdscience**

TRUE STORY OF DARKNESS

Darkness is an illusion produced by the mind. Your eyes detect a sliver of light shining in the surrounding world, like Alice viewing Wonderland through a keyhole. Radio- and microwaves are light with an invisible frequency, just as many sounds resonate too high or low for human ears to detect. If you could see all light, darkness would disappear.

Let's say you can see the whole spectrum. Radio towers become visible like beacons outside normally dark rooms, streaming through solid walls like glass. Cell phones flash through buildings everywhere there are people, beaming and catching conversations encoded in light.

The Milky Way becomes a thin inferno streaking across the sky day and night, each spark a star. Oceans of gas and dust in space absorb most visible light streaming from the galaxy's core, like overcast skies hiding the sun. Radio waves pass through intergalactic dust, revealing light from more than a hundred billion stars in a dense strip along the galaxy disk.

The term "Big Bang" is often used to describe the massive release of energy around 14 billion years ago, which provided all matter for the universe as we know it. Whether the bang erupted from a tiny point, higher dimensions colliding or something else, you are made of that energy. So in a way you were present at the Big Bang.

Quoted

"The term 'Big Bang' is often used to describe the massive release of energy around 14 billion years ago, which provided all matter for the universe as we know it. Whether the bang erupted from a tiny point, higher dimensions colliding or something else, you are made of that energy."

The best evidence for something banging is heat leftover in microwaves everywhere in the vacuum of space. Evidence for the theory was discovered accidentally. In 1964 two New Jersey scientists couldn't identify the source of static in their radio telescope. They even evicted pigeons and scraped droppings from the dish, while the pesky signal was from the birth of the universe itself. If you could see microwaves, the night sky would glow in every direction from the Big Bang, like embers from a fire.

Darkness doesn't really exist, even in the widest gaps between galaxies. After all, eyes only detect light while you see with your mind. To watch animation bring this idea to life and discover more mind-blowing truths, search "race to space" on Metro's website, **www.metro.us/weirdscience**

Metro does not endorse the opinions of the author, or any opinions expressed on its pages.

Metro Magic toy drive

1 Log on to **www.metro.us** and look for the Metro Magic logo at the top left.

2 One click on the logo will take you to a "wish list" we have set up via a secure link on **Toysrus.com**. Once there, you can see all the toys we've already requested, with more added daily.

▶ All the gifts purchased will be sent directly to Metro's office. It's the third year of Metro Magic, where we ask our readers to go online to buy toys for underprivileged children.

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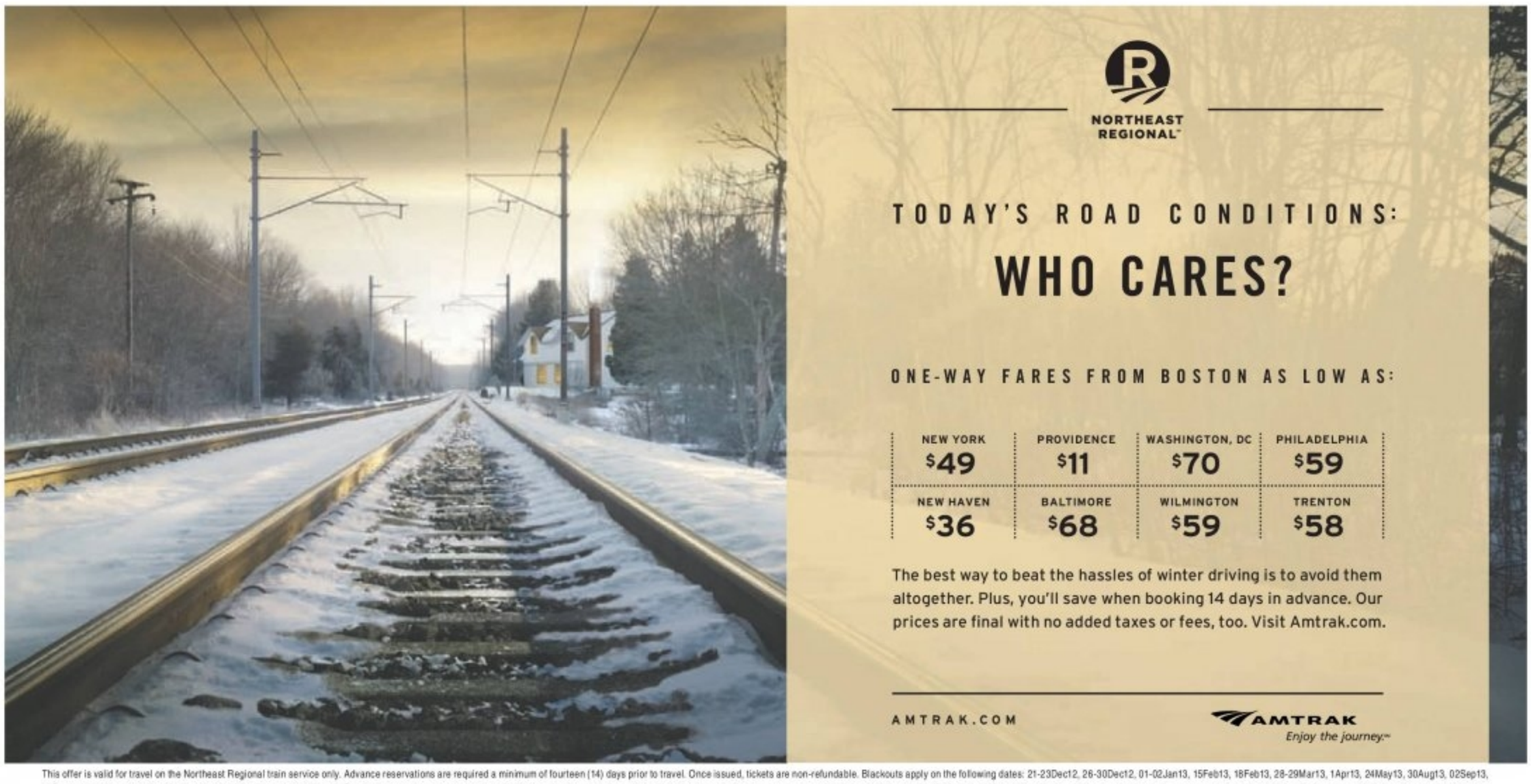
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Considering graduate school? Consider this

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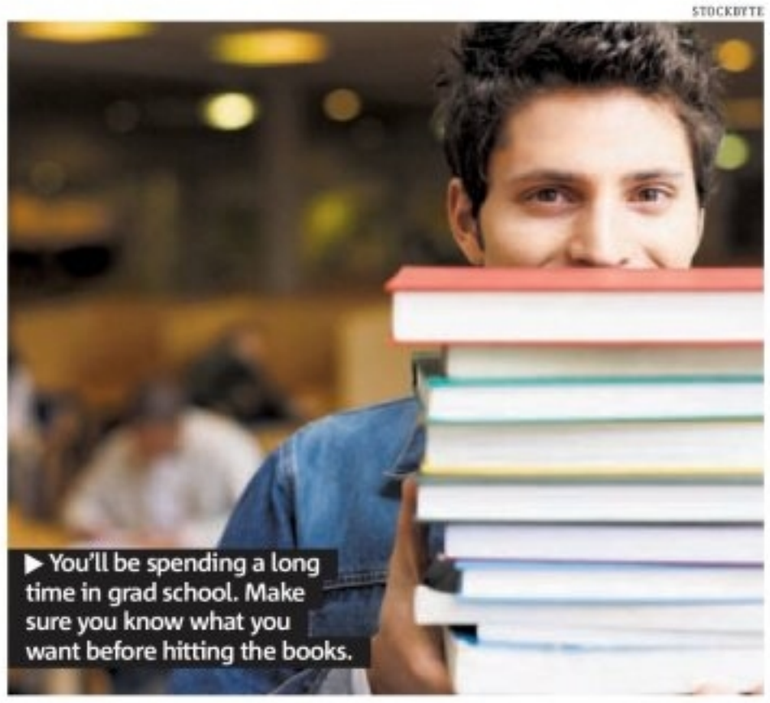

▶ You'll be spending a long time in grad school. Make sure you know what you want before hitting the books.

Pay a visit: Visit the school you are applying to and connect with faculty and prospective supervisors.

Having that face time with a member of the selection committee or a prospective supervisor can go a long way in helping you to get into a program. Many programs will not admit a student unless they already have a faculty member who is willing to supervise his or her research.

If you take the time to learn who is out there and connect with him or her about your area of interest, then you are halfway, at least, to getting in.

Do your research on research: Take time before you start the application process to reflect on what you would like to research while in grad school.

The most successful applicants are those who have a clear research interest — one that is innovative or takes a new approach to an old question. You need to know how you want to conduct your research, what resources you intend to use, what burning question you want to address and why it's important. Of course, it is difficult at this point in time to know the answers to all of this — but the closer you can get, the better.

Take time to chat with your current or past professors and get their insights on your research. This is also the sort of thing that you can connect with prospective supervisors on. They can direct you to other resources that may be of use to you and your studies.

Have a mission statement: Prepare a statement of purpose that is personal, not cliched or filled with broad, sweeping statements and random flattery of the program to which you are applying.

Have your purpose figured out? Now explain who you are, what you want and why you want it from where you are applying.

Rewrite, give drafts to your family and friends. Make it punchy, personal and — just as importantly — free of typos.

Start collecting recommendation letters ASAP

Give the people writing your letters of recommendation at least four weeks' notice.

You want them to be thinking of you positively when they write that letter — so the more leisurely and the more prepared they are, the better the letter will be. If they are rushed at the last minute, they may feel frustrated or stressed — and that will have a negative impact on your recommendation. Also, make sure you're on good terms with that professor: Often, students receive unflattering letters because they fail to ask whether the potential recommendation author would write a favorable letter.

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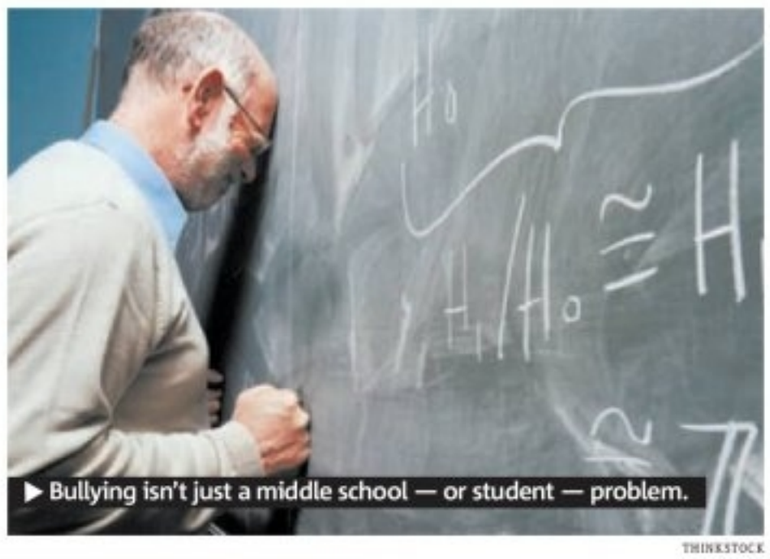
Bullying hits unsuspected classrooms



▶ Bullying isn't just a middle school — or student — problem.

THINKSTOCK

In 2007, Jaime Lester launched a study on workplace bullying at George Mason University. While there have been thousands of similar organizational studies over the years, this may have been the first to look specifically at the faculty of a university.

"Our end results were very confusing. If we had X percent of faculty bullied by other faculty, is that high compared to other colleges? We didn't know, because there is so little that's known about this," says Lester. "So I felt we needed a conversation starter. How can we frame this in such a way that we push forward more work on this topic?"

The result, "Workplace Bullying in Higher Education," will be released in December. The book features contributions from more than a dozen bullying experts, including two of the nation's leading workplace aggression scholars: Joel H. Neuman of SUNY New Paltz and Wayne State's Loraleigh Keashly.

35%
A recent study by CareerBuilder found that up to 35 percent of employees have been bullied in the workplace.

But a college faculty is like no other set of co-workers, and this book makes an effort to walk through the practical and legal particularities of a college campus. While most colleges have created strong anti-bullying resources for students, often the only recourse for faculty and staff is to notify their human resources departments.

"Power dynamics are very different in higher education. If you look at the literature on organizations, generally, they say women are more likely to be bullied than men, and people in lower levels are more likely to be bullied than in higher levels," explains Lester. "But in higher education I think it's much more complicated. We have some evidence of students bullying faculty, staff bullying faculty and the other way around. It's a flatter power dynamic. That changes who is bullied and how often."

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myentertainment

THE WORD

Metro's **Dorothy Robinson** shares her take on the world of gossip @dorothyatmetro dorothy.robinson@metro.us

Hot. Shot

▶ Twain feels like a woman — and still looks like a hot one.

DENISE TRUSCELLO/WIREIMAGE

Shania Twain takes on Vegas

Move over, J.Lo: Shania Twain can also rock a catsuit while performing — and she's 47! The singer kicked off a two-year residency at Caesars Palace in Las Vegas on Saturday.

Diamonds are a dating guru's best present

Oh, the beauty of dating around the holidays. You go from being asked why you don't have a boyfriend/girlfriend to, when you do finally have someone you could fathom bringing home, stressing out about introducing your current sex buddy to your parents without resorting to pharmaceuticals.

So you don't overdose on Xanax, we brought in a professional: "Millionaire Matchmaker" **Patti Stanger**, who we caught up with at a tasting of TY KU in New York City.

"First of all, the person who comes should bring a gift to the parents," Stanger instructs. "That sets the tone. Find out what [your partner's parents] like. Wine? Chocolate? The second thing is telling your parents a little bit about the person's interests and likes, so they have a hot button to push," she notes. "Tell the same thing to your mate, so they can get into a conversation. Once that's broken in, they'll be fine."

Feeling better? Good. Now onto the next dilemma: What should you give as a gift? If you're on a budget, don't look to Stanger for guidance — they call her the "Millionaire Matchmaker" for a reason. When we asked what was the best holiday gift she ever received, she didn't miss a beat: "Jewelry and diamonds. Diamonds are the best."

▶ Let Stanger help you through the holidays.

Paging Gloria Steinem?

Stanger is getting nervous about the reversal of modern gender roles. "I wonder why men are getting more passive and we're getting stronger," she ponders about the current state of the sexes. "There are more [women] in college, we're making more money and now men are getting wimpy. Soon they're going to morph into girls. And then there will be nobody [else] but our vibrators. Seriously."

— With reporting by Olivia Morrow

The feed ...

▶ Checking in with some of Hollywood's biggest names to see what they've been up to — in their own words, in 140 characters or fewer..

@rustyrockets
On my way to #PerthArena, first comic to play there. And last - the finale involves clumsy pyrotechnics.

@KChenoweth
I think im tryin to get the flu. But i wont let it happen.

@billmaher
Dec. 1 is kind of a depressing day - into the last month now...another year shot, another year closer to death. Happy Holidays everybody!

@kevin_nealon
Conundrum Question: What if global warming was responsible for no earthquakes lately in California?

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TV watch list

'Blake Shelton's Not-So-Family Christmas'

SPECIAL. Country singer/"The Voice" trouble-maker Blake Shelton celebrates an unconventional Christmas with a few of his famous friends, including wife Miranda Lambert, Kelly Clarkson, Christina Aguilera and Jay Leno.
10 p.m., NBC

'Castle'

DRAMA. Castle and Beckett's first Christmas together is spoiled by a Santa who drops dead. Nothing a kiss under the mistletoe can't fix, we think. **10 p.m., ABC**

'90210'

DRAMA. The 90210-ers celebrate 100 episodes with a high school reunion at West Beverly — and a party at the Playboy Mansion. Because hey, why not?
8 p.m., The CW

AMBER RAY

'Twilight' beats Bond three weeks in a row

New release and Brad Pitt vehicle 'Killing Them Softly' barely registers, landing in seventh place

Box office

The "Twilight" teen vampire movie shined again at U.S. and Canadian box offices, earning $17.4 million and its third consecutive No. 1 ranking as James Bond held strong and Brad Pitt's new movie struggled.

"Twilight" finale "Breaking Dawn - Part 2" finished just ahead of "Skyfall," the 23rd film in the Bond franchise about British superspy 007. "Skyfall" rang up sales of $17 million domestically from Friday through Sunday.

"Breaking Dawn - Part 2" has pulled in $254.6 million since its release while "Skyfall" has grossed $246 million, putting both among the top films of the year.

Steven Spielberg's historical drama "Lincoln," starring Daniel Day-Lewis, took third place for the weekend with $13.5 million. Brad Pitt's new movie, the small-budget gangster film "Killing Them Softly," grossed $7 million and landed in seventh place. **REUTERS**

GETTY IMAGES

▶ Taylor Lautner, Kristen Stewart and Robert Pattinson star in "Breaking Dawn - Part 2."

Top 5 films

1. **"The Twilight Saga: Breaking Dawn - Part 2":** $17.4 million
2. **"Skyfall":** $17 million
3. **"Lincoln":** $13.5 million
4. **"Rise of the Guardians":** $13.4 million
5. **"Life of Pi":** $12.2 million

Music. Local

▶ And as if Karmin couldn't get any cuter, Amy Heidemann and Nick Noonan are engaged!

IMEH AKPANUDOSEN/GETTY IMAGES

Karmin electric at Music Awards

Karmin, the fun electronic pop duo that began at Berklee College of Music, won the Artist of the Year award at last night's Boston Music Awards, presented at the Liberty Hotel. Karmin definitely had a big 2012, with a single, "Brokenhearted," reaching the top 20, singer Amy Heidemann appearing on the cover of Rolling Stone and the duo performing on "Saturday Night Live" and at the Macy's Thanksgiving Day Parade. Other big winners last night included Mean Creek, who received the Album of the Year award for "Youth Companion," and David Wax Museum, who won the Song of the Year award for "Harder Before It Gets Easier." Debo Band were named Live Artist of the Year and Cam Meekins won New Artist of the Year. METRO

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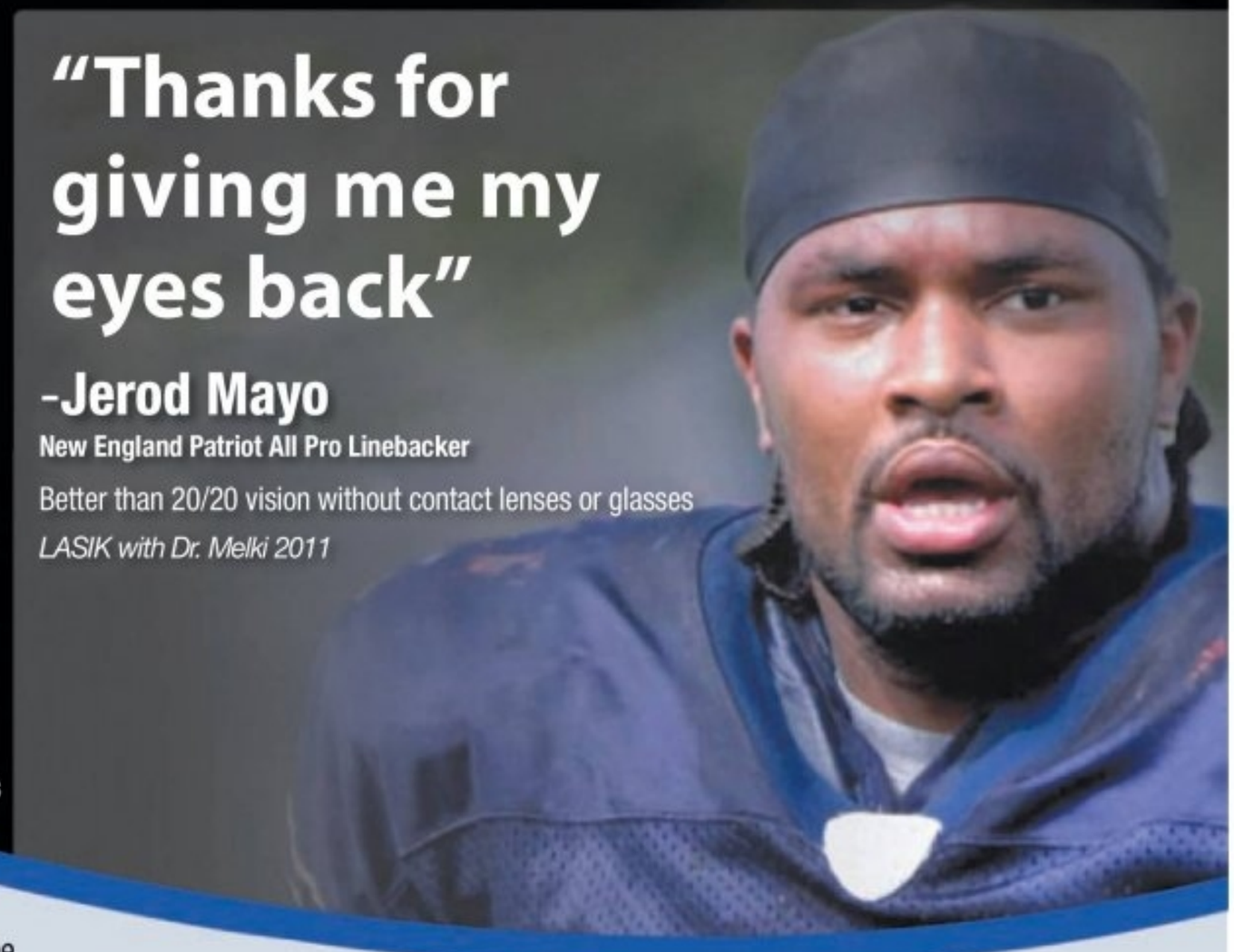

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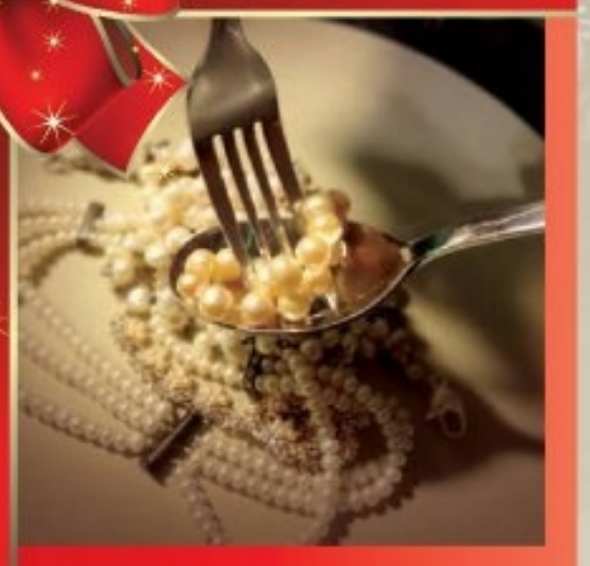

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Sure, everyone knows the story — but there's something magical about a big, glitzy production of "How The Grinch Stole Christmas!" that delights children of all ages while warming the hearts of those watching them watch.

The Seuss dialogue, delivered in impeccable rhyme, may feel light — but the heart of the message is loud and clear. The eternally cheerful Whos of Whoville love Christmas even without excessive presents and feasts.

Part of the story's charm is the likability of the cantankerous Grinch, played to perfection by Jeff McCarthy. Looking a bit like Steven Tyler, the mean green monster works the room like an old pro: telling jokes, warbling impressively and charming the crowd with his witty repartee.

His long-suffering sidekick, Old Max, lends an air of grandfatherly charm to the production, courtesy of Ken Land's heartwarming performance, while Young Max is played with the enthusiasm of an excitable puppy by Gilbert Bailey II.

The set is a perfect blend of Seuss simplicity and musical theater schmaltz, giving the production enough razzle to dazzle any holiday revelers.

Plot points

Dr. Seuss' classic tale of when the Grinch nearly stole Christmas from the Whos of Whoville is brought to life in a big, splashy Broadway-style production with singing, dancing and a not-so-subtle message about the true meaning of Christmas.

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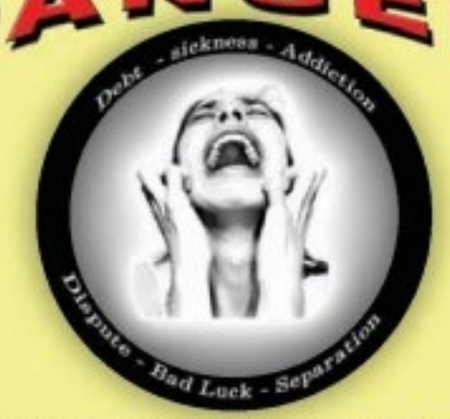

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myjobs

Let your next job find you

Employers are hitting the Web in search of top talent How to stand out using social media profiles, a bit of branding and strategic marketing

Be searchable by trade

Do your homework in your industry and know what all the keywords that surround your dream job are. Once you have determined which industry specific keywords are used, scatter them around all of your profiles. Don't change your title to something meaningless like Digital and Social Media Marketing Web 2.0 Internet Networker and Consultant, but do use keywords to improve your chances of showing up in search results.

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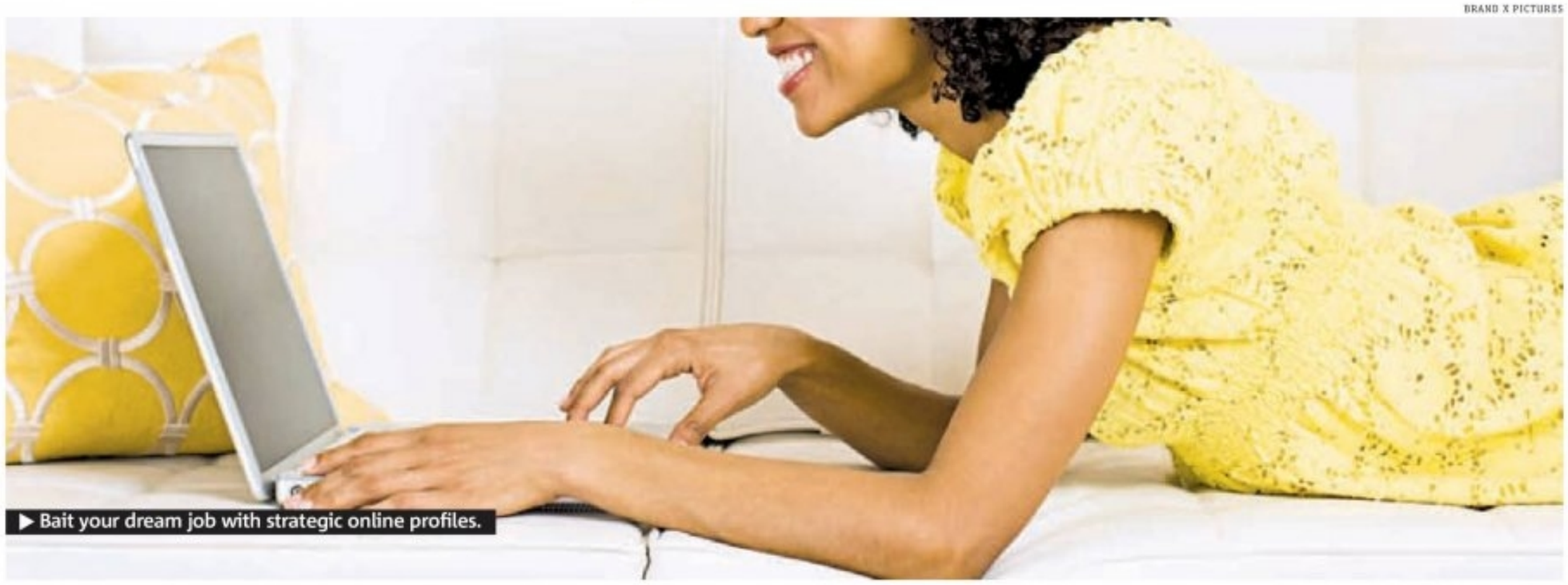

▶ Bait your dream job with strategic online profiles.

It wasn't long ago that job searching meant circling interesting opportunities in the Sunday newspaper or dropping off a résumé by hand to a receptionist.

Now, with social networking evolving so rapidly, even traditional online job boards are struggling to keep up with the fast-changing way employees are getting hired. Candidates are no longer the only ones actively searching for jobs — employers are now hunting on the Internet to find top talent, as well.

So how exactly do you get on their radar? Well, the answer is relatively simple: It's all about personal branding and online footprinting.

Think of yourself as a brand and define your niche. Rather than focusing on what you want to do, focus on what you already do or have done that is relevant to your "dream job." Defining what you do will help employers determine whether or not you have the skills they are looking for. Also, remember to be clear and concise with your personal brand messaging; it should be apparent at first glance what it is that you do.

Treat yourself like a marketing campaign. This doesn't mean putting banner ads all over the Web to promote yourself, but you should be using social networking sites such as Facebook, Twitter and LinkedIn to showcase your professional skills. Think about where your "target industry" hangs out and make sure you are present there as well.

LinkedIn, Twitter and even Facebook are gold mines when it comes to attracting attention from companies.

Complete your profiles and keep them consistent. Without overloading your profiles with details of everything you have ever done, profiles should give more information than just the bare minimum.

Complete profiles will not only give employers more insight into your skill set than just a name or title, but they will also help you show up more frequently in search results. Consistencies between profiles will also help employers find you.

Professional profile 101

Before you run off and start creating or strengthening your online profiles, there are two things you should know:

1. It's important to remember that although fancy images, a bit of clever branding and search engine optimization work will almost certainly help employers navigate their way directly to your profiles, you should always be honest about your skills and experience. With so much information available on the Web, any lies or embellished truths will be exposed almost immediately.

2. Don't set up your profiles and leave them to work for you. If you are actively searching for employment, your digital footprint should complement your job hunt rather than replace it.

SOPHIE BITFIELD FOR TalentEgg hatching graduate careers

Talentegg.com is a job board and online career resource for college students and recent graduates.

A four-year degree isn't always the right answer

After publishing how-to books on paying for college, the American Library Association felt it was about time to create a guide for students looking to forgo what has become an American right of passage.

"I Don't Want to Go to College: Other Paths to Success" is a manual for those who know a four-year degree isn't right for them. In 200 pages, the book takes the reader step-by-step through the process of pursuing a rewarding career, beginning with skills and interests worksheets to help illuminate alternatives.

PHOTODISC

▶ "I Don't Want to Go to College" profiles a variety of fields — such as cosmetology — that don't require four-year degrees.

"Your parents, your family, your school: Everybody tells you to go to a four-year school and get that degree. But it's not for everyone," says the guidebook's author, Heather Z. Hutchins. "If your inclination doesn't run that way, then there's lots of other opportunities for you. When I started researching the book, I was really shocked at just how many alternatives there are to a four-year degree."

"Other Paths" profiles a wide range of careers, from pharmacy technician to hairstylist, and includes information about the specific training and certificates required for each of them.

"I tried to be really meticulous about including every important detail on these jobs, so the reader can know in advance exactly what they want, and how to get it," says Hutchins. "I wanted to give people a resource on just about every aspect of the job search: how to give a good interview, prepare a professional resume, find an apprenticeship and ... apply for financial aid. There's plenty of learning going on outside of college campuses."

Quoted

"Your parents, your family, your school: Everybody tells you to go to a four-year school and get that degree. But it's not for everyone."
HUTCHINS

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Administrative Coordinator – OfficeTeam is working with one of the fastest growing companies in downtown Boston that is in need of an Administrative Coordinator. The Administrative Coordinator will be supporting a newly created department. Responsibilities include maintaining a database of contacts, managing travel logistics, and assisting with a variety of projects and administrative duties. $12-15/hour.

General Office Clerk – OfficeTeam is working with a client in Newton that is looking for a General Office Clerk. The General Office Clerk will be responsible for filing documents, sorting mail, scanning projects, and typing office correspondence. Other responsibilities will include filling in for the front desk, answering and triaging calls as well as other miscellaneous projects. Ideal candidates will be able to work independently and must pay excellent attention to detail. $10-14/hour.

Administrative Assistant – OfficeTeam of Cambridge is currently working with an MIT partnership in search of a Administrative Assistant. The Administrative Assistant will be responsible for implementing an organized filing systems, scanning documents, processing forms and requests, researching office space operations, scheduling meetings and basic administrative tasks such as data entry, filing and scanning. The Administrative Assistant must be comfortable with social media as well as e-Newsletter writing and execution. $13-17/hour.

Customer Service Representatives – OfficeTeam is currently working with a number of call centers that are hiring Customer Service Representatives on a temporary basis. Ability to handle up to 100 phones calls per day and navigate multiple databases during customer calls while maintaining a high level of professionalism is required for positions. Prior experience working in a call center or for a healthcare or insurance company is preferred. $10-12/hour.

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Holidays, Sandy make their mark on the job market

The superstorm shuttered businesses, interrupting the recent pickup in hiring But an early Thanksgiving may boost numbers as retailers hire seasonal workers

The damage wrought by Sandy probably extended to the job market in November as the superstorm forced businesses to close, upending the recent pickup in U.S. hiring, economists projected a report this week will show.

Payrolls rose by 90,000 workers last month, the smallest gain since June, according to the median forecast of 71 economists surveyed by Bloomberg ahead of Labor Department figures to be released Dec. 7. Manufacturing and services grew at a slower pace, other reports may show.

Sandy, the largest Atlantic storm ever to hit the nation, left about 8 million homes and businesses without power for days after making landfall.

"The storm was certainly very disruptive, and the numbers will reflect that," says Scott Brown, chief economist at Raymond James & Associates Inc. in St. Petersburg, Fla. "The bigger picture is we're seeing measured progress in the labor market. Job growth in recent months has been somewhat better than people expected, but we've still got a lot of ground to make up."

4.5M

Through October, the U.S. had recovered 4.5 million of the 8.8 million jobs lost as a result of the 18-month recession that ended in June 2009.

Hostess hinders payroll

The bankruptcy of Hostess Brands Inc., the baker of Twinkies and Wonder Bread, will also depress payrolls in coming months. On Nov. 22, the Texas-based company began firing 15,000 workers, temporarily keeping about 3,200 of its remaining employees to clean plants and mothball equipment.

On the brighter side, an early Thanksgiving may have provided a boost of about 75,000 to payrolls last month. Businesses stepping up hiring to cater to holiday shoppers include Macy's; the second-biggest U.S. department-store chain said it would add about 2,000 more seasonal workers than the 78,000 it hired last year. Toys R Us, the world's largest toy retailer, reported plans to employ 45,000 temporary staff, up 5,000 from the 2011 season.

"Although the economy continues to expand, we must grow faster if we are to put all of our jobless workers and idle businesses back to work," William Dudley, president of the Federal Reserve Bank of New York, said in a speech.

Dudley is focusing on "unacceptably high" joblessness as he considers whether the Fed should stimulate the economy.

An improving labor market, rising home values and cheaper gasoline are boosting Americans' moods, another report on Dec. 7 may show. The Thomson Reuters/University of Michigan preliminary index of consumer sentiment in December probably held close to the prior month's five-year high, economists in the Bloomberg survey predicted.

GETTY IMAGES

▶ Macy's is among retailers that have added more seasonal workers for this holiday season.

"Although the economy continues to expand, we must grow faster if we are to put all of our jobless workers and idle businesses back to work." DUDLEY BLOOMBERG

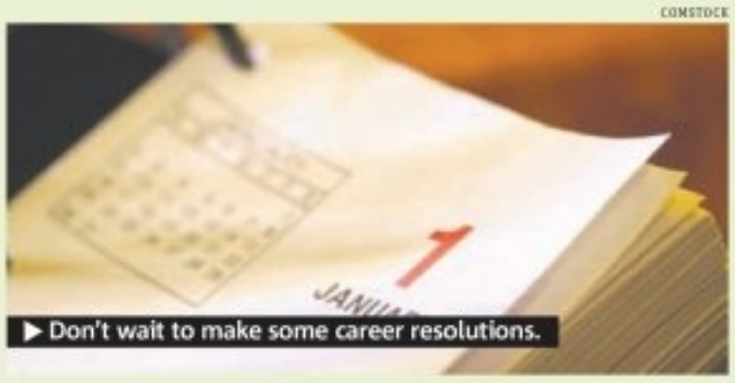
Advice

Resolve to get a head start this year

We hear it every day: "The holidays are starting earlier each year." It's annoying, but it's true — and at the risk of contributing to the frenzy, we'd like to suggest looking ahead at your career resolutions before ringing in 2013.

According to Leslie Levine, author of "Wish It, Dream It, Do It," making resolutions and goals early takes the pressure off. "The idea of getting a jump on one's New Year's resolutions spreads out the stress, thus diluting it some, we hope," she says. "Get those resolutions going so that you can coast a little on Jan. 1."

COMSTOCK



▶ Don't wait to make some career resolutions.

Early birds get the new jobs: Come January, everyone will be applying for new jobs — so you should get moving now. "Because many budgets renew in January, managers might not publicly flash the 'help wanted' sign yet, but they're preparing for January," explains Lee Runchey, vice president of Chrome PR. "Put yourself in the forefront now. You'll not only have a jump on your competition, but you might eliminate your competition altogether by saving the hiring manager the hassle of searching."

Network in advance: Even if you're not submitting applications, reach out and make connections in advance. "Create a network of colleagues, managers and higher-ups that understand your goals and current skills," says Shawnice Meador, a director of career management at the University of North Carolina. "Vocalize your plans to stay within the company with your manager and beyond." JULIA WEST

Three ways to make a seasonal job permanent

Thankfully, the most expensive season of the year is also a time when companies hire more employees to meet holiday customer demands. For the unemployed, this is not only a fantastic opportunity to earn money while looking for a permanent job, but also a chance to get a foot in the door with companies. If you're interested in using a seasonal job as a stepping stone to permanent employment, here are three potential ways to turn it into a permanent staff position.

Bring your networking A-game: Now is most definitely the time to make friends. Come to the job ready to work, introduce yourself to decision-makers, dress professionally and stay positive. That said, don't become a brown-nosing busybody; instead, make yourself known as a positive influence around the office.

No effort is a wasted effort: Don't be disappointed if your efforts prove futile in a company that just doesn't have the hiring budget right now. Keep in contact with those with whom you established relationships, and ask for letters of reference. An opportunity may arise in the future, or the skills and contacts acquired could be just the intro you need for the company that does hire you.

Go with the flow: Sure, you'd rather skip working longer days or taking on a shift on Christmas Day, but this is your opportunity to demonstrate you are a team player, willing to do what it takes to help the company succeed. Your generosity won't go unnoticed.

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mywellbeing

How to handle your haters

Zen in the City

GABRIELLE BERNSTEIN
WWW.GABBYB.TV

We've all got 'em, unfortunately Recognize it's not about you What else you can do to find some peace

At some point in our lives, we all have to deal with haters. Maybe someone is rude to you on the subway. Maybe you've got a negative person in your office. Or perhaps you receive negative messages on the Internet. Experiencing negativity from others can be a real drag, and it's very hard not to take this stuff personally. I often witness people get so caught up in the negativity of others that they get physically ill over it. Letting haters get you down is a huge waste of time and energy. To help you navigate these relationships, I've outlined three steps for handling the downers in your life.

Step 1: Understand that it's not about you

When people attack us, it's easy to assume that the attack has merit and means there's something wrong with us. I choose to have a different perspective — I like to have compassion for these folks. Let's face it: A happy person won't waste time being mean to others. Therefore, we must have a tremendous amount of compassion for these people. Anyone who wastes time and energy spreading negativity clearly needs more light in his or her life. Begin by simply reminding yourself that a happy person doesn't harm others. Let this realization help you have compassion for the haters.

Step 2: Drop the boxing gloves

Through my spiritual practice, I've come to understand that "insistence means investment." When we invest in the illusions of others by defending ourselves or fighting back, we only invest deeper into the craziness. Engaging in negativity creates more of it. Therefore, instead of fighting back or becoming defensive choose to release defensiveness and steer far away from creating more drama. Fighting back is like yelling at a barking dog. There's no good outcome. Instead, practice defenselessness and witness how much energy and time you save avoiding more drama.

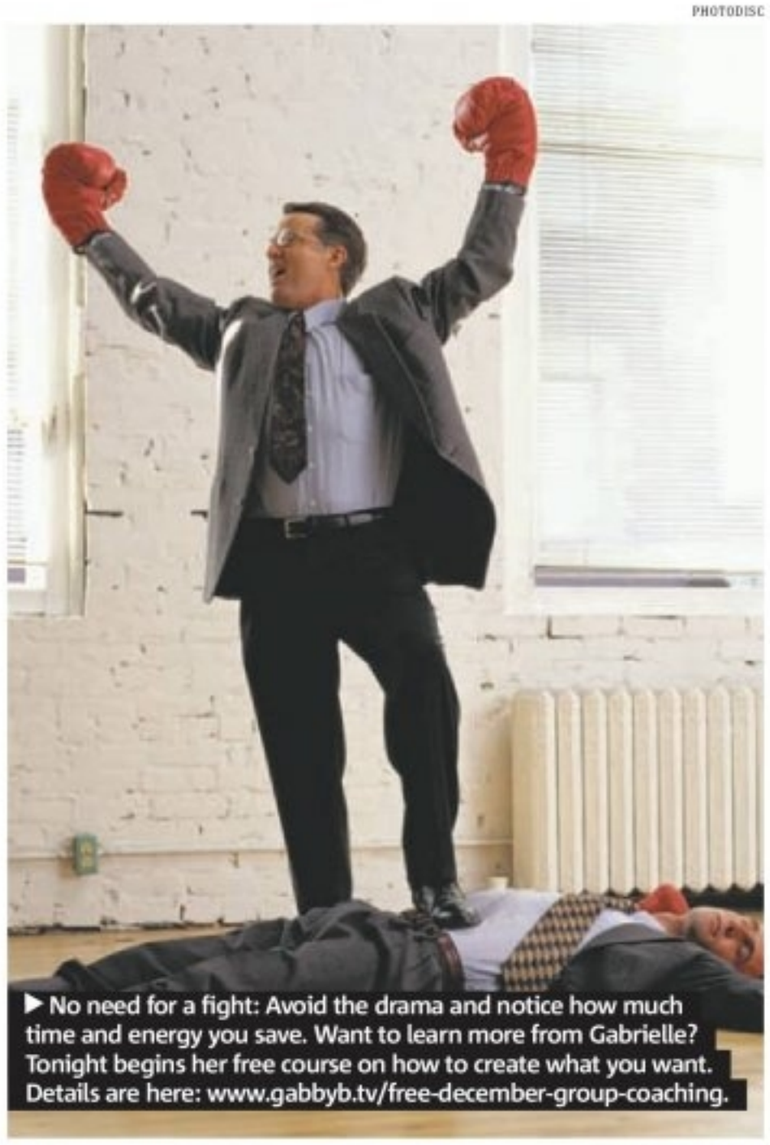
Step 3: Forgive

Forgiveness helps us detach from the negative energy cord that ties us to our enemies. Energy is in everything. If we don't clean up our energy through forgiveness, we'll continue to carry negativity. In the case of handling these negative folks, it's imperative that you practice the F-word: Forgive. Steps one and two will prime you for forgiveness. Compassion will reconnect you to a sense of oneness and defenselessness, which will help you put down the boxing gloves and settle into a new perspective. The final step is to let go fully and forgive. In this step, you'll set the intention. Simply say, "I wish to forgive you and release you." Then let the forgiveness process take on a life of its own.

— Gabrielle Bernstein is the author of "Spirit Junkie."

Metro does not endorse the opinions of the author, or any opinions expressed on its pages.

PHOTODISC



▶ No need for a fight: Avoid the drama and notice how much time and energy you save. Want to learn more from Gabrielle? Tonight begins her free course on how to create what you want. Details are here: www.gabbyb.tv/free-december-group-coaching.

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Letters

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It's racism to accuse Jews of racism

RE: "HARMONY STARTS WITHIN THE FAMILY" (METRO, NOV. 30-DEC. 2) As a Jew of European background who was active for many years in the campaign to rescue Ethiopian Jews, I was appalled that Metro recently published a letter by Paul Hunter that was nothing but an ignorant, slanderous rant against what Hunter calls "European Jews."

Racism against European Jews is also racism, and if Hunter is really sincere about eradicating bigotry from the world, he should start with the ugly anti-Semitism that poisons his own soul.

I would also recommend that Metro readers touring Israel ask to visit Ethiopian Jewish communities so that they can see for themselves the miracle of rebirth in the Holy Land.

YEHUDA SHAPIRO, VIA E-MAIL

If the shoe fits, buy a lot more of them

RE: "PHOTO OF COP GIVING SHOES TO HOMELESS MAN GOES VIRAL" (METRO, NOV. 30-DEC. 2) The photo of the police officer kneeling and giving a pair of shoes to a homeless man in New York City just brought tears to my eyes.

Now this is what Christmas should be all about. Christmas is not about fighting in malls for meaningless gifts, it's not about drinking your head off, it's not about killing trees to hang decorations on them — but peace on Earth and good will.

RUTH MARTINEZ, VIA E-MAIL

Anti-Islam video just a cover-up for gov't conspiracy

RE: "IT ONLY TAKES A FEW BAD APPLES" (METRO, NOV. 28) Letter writer John Francis Fox is either gullible or hasn't heard the news.

The anti-Islam movie had nothing to do with Islamist revolting and killing four Americans. If you ever gone to YouTube and typed anti-Islam, you would see hundreds videos more offensive then this guy's movie.

The U.S. government used the movie as a cover-up. They were well aware that terrorist groups were going to attack U.S. embassies in the Middle East, and they didn't do anything about it.

If anything, John, you should be angry at the U.S. government for using this movie as an excuse to portray Muslims as savage people incapable of rational thought, because that is what world thought when they heard the news.

TAMARA PIZHADZE, VIA E-MAIL

How dare the gossip page poke fun at hefty celebs

RE: "JESSICA SIMPSON RAISES NICK LACHEY'S BABY COUNT BY ONE" (METRO, NOV. 29) I read your article and found to be extremely catty and mean. Calling Jessica Simpson gigantic was very mean. Someone in your position should be more careful with the words you use.

It's cruel, and I'm almost certain if you were to see her in person you wouldn't fix your mouth to say to her face what you wrote in that article. Shame on you.

COLLEEN, VIA E-MAIL

E-mail your letters: **letters@metro.us**

Keep them as brief as possible, preferably under 100 words.
Metro reserves the right to edit all letters.
Please include your name and contact information.

Horoscope

♐ Sagittarius **Nov. 23-Dec. 21.** With the tremendous optimism you espouse, you should have little trouble awakening enthusiasm in others. Whatever it is you're doing, they'll want to be part of it.

♑ Capricorn **Dec. 22-Jan. 19.** Although you may not think you require any assistance from others, they might end up helping you get what you want. You'll realize how badly you needed help.

♒ Aquarius **Jan. 20-Feb. 19.** Most any group could benefit from your presence. You'll be a great catalyst, knowing exactly what needs doing and how to effectively go about doing it.

♓ Pisces **Feb. 20-March 20.** A special target that you've been striving for could turn out to be much bigger than you initially thought. Once achieved, it will have many far-reaching effects.

♈ Aries **March 21-April 19.** A friend who has been quite fortunate for you once before might be so for you again. Stick close to him or her, because this person is likely to be quite helpful.

♉ Taurus **April 20-May 20.** This could be one of those wonderful days when everything you touch generates additional income. Pay special attention to a side endeavor.

♊ Gemini **May 21-June 20.** Lady Luck is likely to be involved in many of your endeavors, but she will probably shine most on a partnership arrangement.

♋ Cancer **June 21-July 22.** Focus your efforts on making as much money as you can. If you do, it's likely that you will find a way to increase your earnings through a one-time source.

♌ Leo **July 23-Aug. 22.** Working in close tandem with others will prove to be quite lucky for you. However, the results will be even more impressive if you call the shots instead of letting another do so.

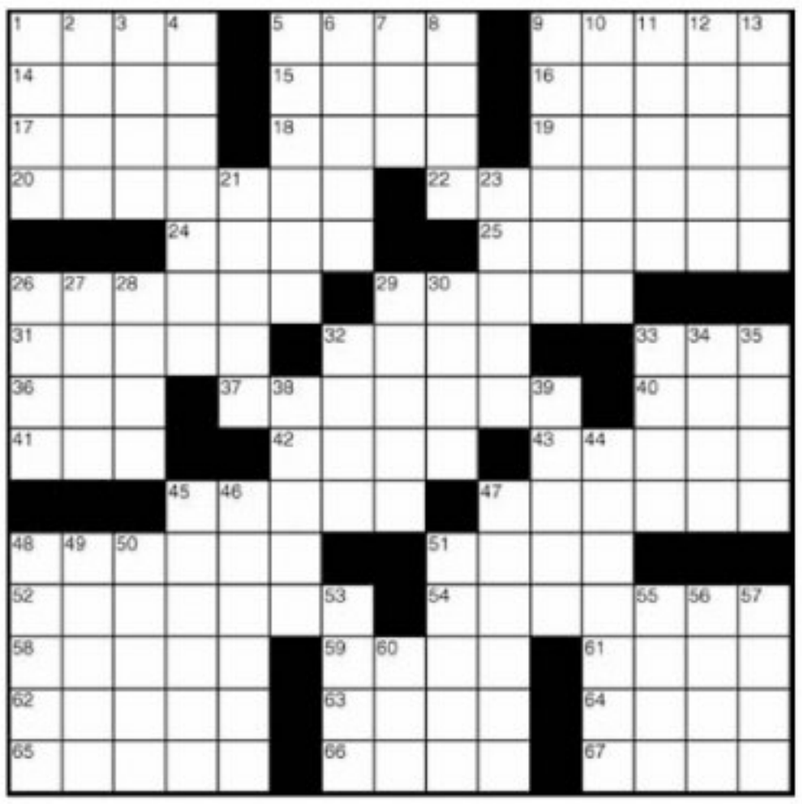
♍ Virgo **Aug. 23-Sept. 22.** This can be an especially rewarding day, mostly because you'll be able to successfully weld your inner desires to your external capabilities. Something great will come of it.

♎ Libra **Sept. 23-Oct. 23.** Something extraordinary could occur, which would put you in an extremely happy frame of mind. Whatever it is, it will be the type of event that will be worth celebrating.

♏ Scorpio **Oct. 24-Nov. 22.** Instead of diminishing or modifying your hopes and expectations, try to elevate them to new heights. You are far luckier than you may realize, so think big. **BERNICE BEDE OSOL**

Across
1 Percussion instrument
5 Turn white
9 Of the Vatican
14 Theory
15 Safe callers
16 Burro alternative
17 Equipment
18 Shade
19 Humerus neighbors
20 Naive
22 Prehistoric
24 Linen vestments
25 Cub Scout leaders
26 To no avail
29 Some dancers (hyph.)
31 Dwelling
32 Actor — Neeson
33 Join together
36 Grant approval
37 Wire-haired dog
40 Galena
41 NASA counterpart
42 Platinum records
43 Nozzle choice
45 Move smoothly
47 Impose taxes
48 Corkscrew
51 Sticky soil
52 Akhenaten, the "— Pharaoh"
54 Refuse to buy
58 Hold forth
59 Two fives for — —
61 Day fraction
62 Sheepfolds
63 Fourth planet
64 He wrote "Picnic"
65 Posed to propose
66 Just OK (hyph.)
67 Box

Down
1 Billion, in combos
2 German river
3 "Cool!"
4 Festoon of flowers
5 Saves (2 wds.)
6 Not quite right
7 RN assistant
8 Is, in Madrid
9 Spunky
10 Comrades in arms
11 Discussion group
12 Fridge maker
13 Holds up
21 Cherbourg shes
23 Supermodel — Campbell
26 Dell
27 Vigoda and Saperstein
28 Modicum
29 Please, in Vienna
30 Some vampires
32 Burglar's "key"
33 Made threadbare
34 Memorable decades
35 Pashas
38 Hot pepper
39 Dreaded assignment
44 Mind reader
45 Grimm maiden
46 Most current
47 Maria Conchita —
48 Stun
49 Madonna role
50 Burnt up
51 Truckers on the air
53 Valve lifters
55 Dame — Chaplin
56 Pulls gently
57 Beech or oak
60 Way of Lao-tzu



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SUDOKU **LEVEL: EASY**

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					7	5	6	

SUDOKU **LEVEL: HARD**

Solution to weekend's crossword

How to play Sudoku: Fill in the grid so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved. You solve the puzzle with reasoning and logic.

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3

In the news

Waters done

Patriots fans can officially cross seeing Brian Waters play this season off their list.

Waters, a six-time Pro Bowler who started all 19 games for New England last season, had to be activated from the reserve/did not report list by yesterday in order to be available this season. He wasn't and is apparently content to retire.

Waters, 35, was offered a raise to return this season — but even that couldn't pull him back to the team.

MIKE EHRMANN/GETTY IMAGES

▶ Stevan Ridley and the Patriots grinded out a win to push their record to 9-3 — four games better than everyone else in the division.

PHINISHED OFF

◗ Patriots clinch AFC East by gutting out victory over Dolphins ◗ Ridley carries team on back in fourth quarter ◗ Gostkowksi puts game away late

The Patriots' biggest drive of the season scored only a measly field goal. But it was the 16 plays and 77 yards which sealed New England's fourth straight AFC East title and 10th in the last 12 years.

Leading the sub-.500 Dolphins by just a touchdown with 8:28 left in the game, Stevan Ridley put the team on his back and marched down to the 3-yard line. They only needed to convert one third down, a 2-yard rush by Ridley on third-and-2 from the Miami 10-yard line. It was one of 10 carries and five first downs for Ridley on the drive. None of his rushes were for more than 11 yards and none lost yardage.

46

Yards for Stevan Ridley on 10 carries during the Patriots' final drive of the game, more than half his total yards and carries for the entire afternoon

Kicker Stephen Gostkowski chipped in a 20-yard field goal to make it a two-score game with 1:10 left. It wasn't enough time for Miami to get back in the game.

"We pounded away on a great defense, and they finally gave in a little," Ridley told reporters after the win. He finished the game with 71 yards on 19 carries.

MARK OSBORNE
mark.osborne@metro.us

23

PATRIOTS (9-3)

16

DOLPHINS (5-7)

What we learned ...

1 Healed Hernandez — Aaron Hernandez, who had a minor impact in his return from injury on Thanksgiving against the Jets, was a force against the Dolphins. Tom Brady targeted him 13 times, making a connection with Hernandez eight times for 97 yards. The third-year player, who missed three weeks early in the season and three more in the middle of the season due to an ankle injury, came within a few yards of scoring on a long touchdown and had multiple third down catches to keep drives alive.

2 Finishing game — The Patriots' offense had some issues finishing off opponents early in the season, most notably at Baltimore and at Seattle. Not only was Stevan Ridley masterful on the team's final drive, but Brandon Lloyd made his only catch on his only target to convert a first down as New England ate up three Miami timeouts.

3 Death, taxes, AFC East titles — The Patriots clinched another division title, and the race was not even close. There's a circus act in New York, an erratic bunch in Buffalo and an extremely average group in Miami. And then there's a force in New England just hitting its stride once again. The Pats have won their last six games by an average of 19.8 points and are now an unbelievable 20-0 in the second half of the season over the last three years. **TONY LEE**

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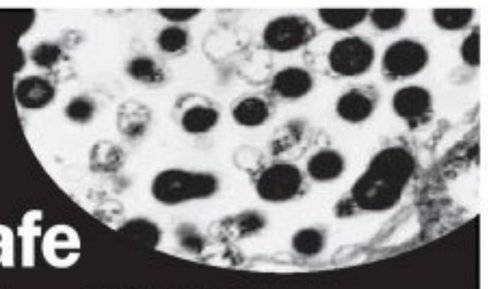

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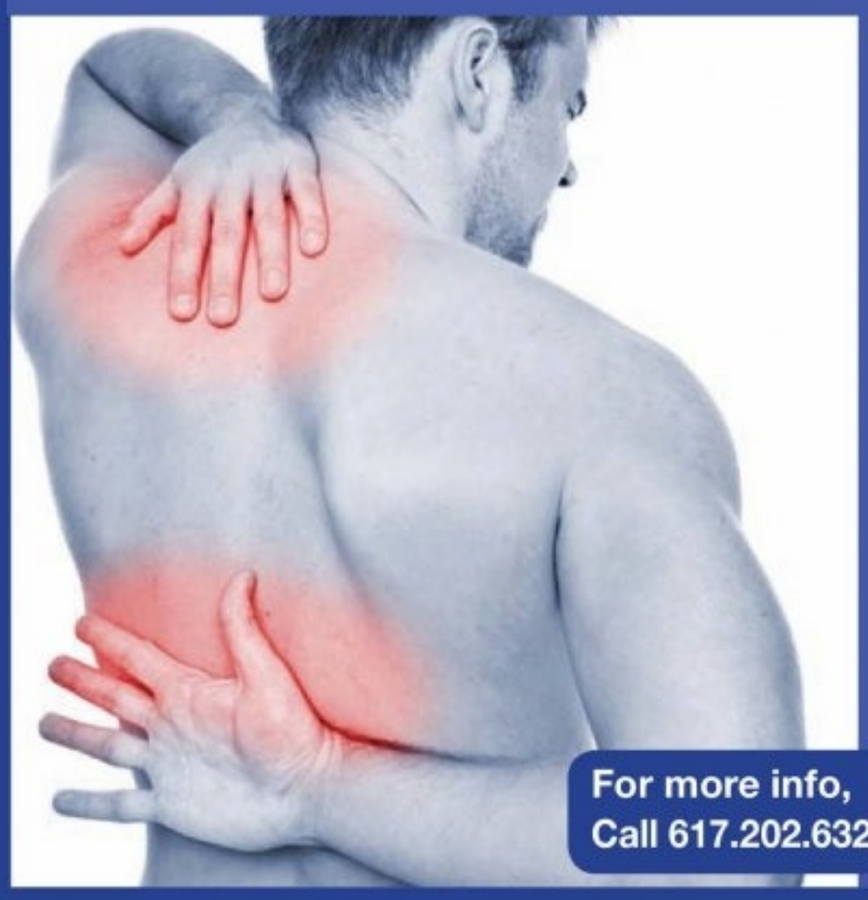

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Luck leads Colts to win; Bears upset in OT

As the playoffs near, the games become that much more meaningful and with that the action has certainly heated up. Week 13 featured some of the more intense, back-and-forth action of the season, including two of the early games going to overtime. Here is a rundown of key games from Week 13:

▶ Seahawks 23, Bears 17 (OT)
The Seahawks finally got the signature road win they have been looking for all season in their overtime win at Chicago. Golden Tate's touchdown with 24 seconds remaining in regulation gave Seattle a 17-14 lead, but miraculously the Bears were able to get a Robbie Gould field goal as time expired forcing overtime. Seattle's Sidney Rice scored on the first possession of overtime.

▶ Colts 35, Lions 33
Despite trailing 33-21 with just over two minutes remaining, the Colts scored 14 points in the final 2:39 to beat the Lions on the road. Andrew Luck led the Colts to the come-from-behind win throwing for 391 yards and four touchdowns. Detroit falls to 4-8 while Indianapolis is now 8-4.

GETTY IMAGES

▶ Luck had four TDs, though he was picked three times.

▶ Packers 23, Vikings 14
In an NFC North battle, the Packers were able to pull away from the Vikings at home to earn the win. Green Bay scored the games final 13 points, led by Aaron Rodgers who threw for 286 yards and a touchdown. Minnesota falls to 6-6 while Green Bay is now 8-4 and 6-1 at home.

▶ Texans 24, Titans 10
In what could have been a trap game, with the Texans coming to New England next week, Houston rolled to a 14-point road win, despite only getting 38 yards rushing from Arian Foster. Matt Schuab passed for 207 yards and two touchdowns in the win.

▶ Jets 7, Cardinals 6
Jeff Cumberland's touchdown catch early in the fourth quarter was the game-winning score for the Jets, but the big story was Mark Sanchez being replaced by Greg McElroy in the second half. McElroy was the one who threw the touchdown pass, seeing his first action as a pro. Sanchez was just 10-of-21 for 97 yards while throwing three interceptions before being replaced.

RYAN HANNABLE

Afternoon scores

▶ Steelers 23, Ravens 20
Shaun Suisham kicked a game-winning 42-yarder with three seconds left to get an important division win.

▶ Steelers 31, Ravens 23
The Broncos scored three touchdowns in the second quarter to turn a 10-7 deficit into a 28-10 blowout.

▶ Bengals 20, Chargers 13
Cincinnati scored 10 points in the fourth quarter to keep pace with the Steelers at 7-5 for the final wild card spot.

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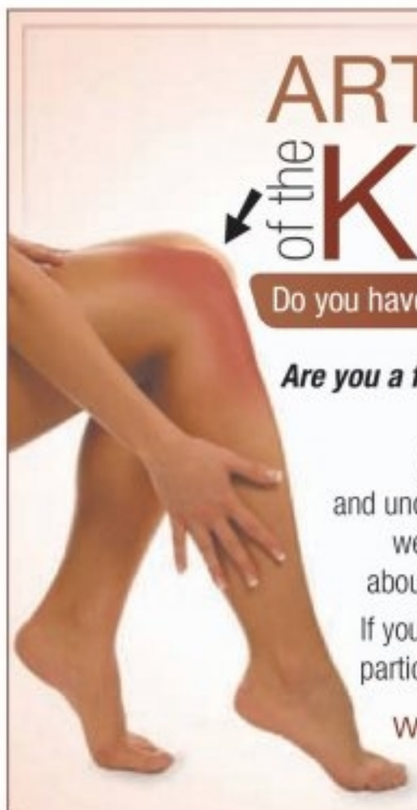

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★WebID 665187.

SPECIAL 19.99
PAJAMAS
Reg. $55, after special 27.50.
Only at Macy's.
From Charter Club & Jenni by Jennifer Moore in flannel, fleece or knit styles. Shown:
★WebID 735110.

SPECIAL 30% OFF
ALL STAND MIXERS
Special 244.99-419.99.
Reg. 349.99-599.99, after special 279.99-449.99. From left: KitchenAid Artisan, #KSM150 (★WebID 77589) & Pro, #KP26 (★136737).

SPECIAL 65% OFF
14K GOLD CHAINS
Special $105-$1050.
All styles regularly priced $300-$3000. After special $120-$1200. From left:
★WebID 521053, ★387299 & ★387234.

SPECIAL $299
BLACK DIAMOND STUDS
Reg. $700, after special $392. 1½ ct. t.w.‡ in 14k white gold.
★WebID 571033.

SPECIAL EXTRA 40% OFF
FOR A TOTAL SAVINGS OF 55%-80%
Special 3.78-111.60.
Orig.* $18-$248, after special 4.50-$124. Clearance handbags: totes, crossbodies, wallets & more.

SPECIAL 9.99
YOUR CHOICE
Reg. 44.99-49.99, after special 24.99.
Only at Macy's.
3-pc. fry pan set (★WebID 383347), 4-qt. steamer (★650727) or 5-qt. chili pot from Tools of the Trade.

SPECIAL 89.99
CUISINART FOOD PROCESSOR
Reg. 179.99, after special 149.99. 11-cup capacity with extra-large feed tube. #DLC8S.
★WebID 7106.

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ALL BLANKETS
Special 21.99-164.99. Reg. $45-$330, after special 26.99-197.99. From our Charter Club, Hotel Collection & more.
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SPECIAL 29.99
6-PC. QUEEN OR KING SHEET SET
Reg. $100-$120, after special 49.99.
Only at Macy's.
Easy Care flat & fitted sheets & 4 pillowcases in 300-thread count cotton/polyester.
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VALID 12/4 'TIL 1PM OR 12/5/12 'TIL 1PM. LIMIT ONE PER CUSTOMER.

Excludes: Everyday Values (EDV), specials, super buys, furniture, mattresses, floor coverings, rugs, electrics/electronics, cosmetics/fragrances, gift cards, jewelry trunk shows, previous purchases, special orders, selected licensed depts., special purchases, services, macys.com. Cannot be combined with any savings pass/coupon, extra discount or credit offer, except opening a new Macy's account. Dollar savings are allocated as discounts off each eligible item, as shown on receipt. When you return an item, you forfeit the savings allocated to that item. This coupon has no cash value and may not be redeemed for cash, used to purchase gift cards or applied as payment or credit to your account. Purchase must be $25 or more, exclusive of tax and delivery fees.

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➤ REG. & ORIG. PRICES ARE OFFERING PRICES AND SAVINGS MAY NOT BE BASED ON ACTUAL SALES. SOME ORIG. PRICES NOT IN EFFECT DURING THE PAST 90 DAYS. ONE DAY SALE PRICES IN EFFECT 12/4 & 12/5/12. MERCHANDISE WILL BE ON SALE AT THESE AND OTHER SALE PRICES NOW THROUGH 1/1/13, EXCEPT AS NOTED. *Intermediate price reductions may have been taken. ‡All carat weights (ct. t.w.) are approximate; variance may be .05 carat. Jewelry photos may be enlarged or enhanced to show detail. Fine jewelry at select stores; log on to macys.com for locations. Almost all gemstones and black diamonds have been treated to enhance their beauty & require special care, log on to macys.com/gemstones or ask your sales professional. Extra savings taken off already-reduced prices; "special" prices reflect extra savings. Specials & clearance items are available while supplies last. Advertised merchandise may not be carried at your local Macy's & selection may vary by store. Prices & merchandise may differ at macys.com. Electric items carry mfrs' warranties; to see a mfr's warranty at no charge before purchasing, visit a store or write to: Macy's Warranty Dept., PO Box 1026 Maryland Heights, MO 63043, attn: Consumer Warranties. ★ Enter the WebID in the search box at **MACYS.COM** to order. N2100163.

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